

Acting Director of Personnel

Chief, O&M Staff (DD/S Area)

Personnel Problems Voiced During Management Staff Survey  
of Office of Logistics (Printing Services Division)

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NO CHANGE in Class. ☐ 18 May 1959

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DDA Memo, 4 Apr 77

Auth: DDA REG. 77/1763

Date: 22 Feb 78 By: or

In his initial briefing of the Management Staff Survey Team on 4 May 1959 the Chief, Printing Services Division voiced a number of problems in the personnel area. We are passing his observations on to you for whatever consideration and/or action you may consider appropriate. Comments in parentheses are mine.

1. Within the Agency, pay for the same or comparable work is uneven, with pay outside the Office of Logistics generally at the higher rate. Specifically mentioned were hand compositors (reported to receive up to 20¢ an hour more in the Cartographic Division, ORR, for less complicated work).
2. Personnel doing the same type of work are in different career services, with the result that not all qualified employees are considered for appropriate vacancies within the Agency. A case in point cited here was that the Photographic Intelligence Center hired a GS-13 from the outside about a year ago. In the judgment of the Chief, Printing Services Division, a qualified person from his organization should have been considered for this position. (It makes sense to me, in principle, that similar skills or qualifications should be in the same career service.)
3. The rate of Bldg. 13 attrition is particularly high for PSD types. C/PSD stated that it is necessary to put about 6 people in processing to get one through Bldg. 13 screening.

(This suggests a general question which I know has come up in the past. Nevertheless I would like to raise it again: Wouldn't it save time, money, and frustration within the organization, not to mention unnecessary suspense, planning, and in some instances expense, and dislocation on the part of the applicant, if the Bldg. 13 screening were done at the outset of the security investigation, rather than at the very end? I recognize that the answer to this question is not wholly within the control of the Office of Personnel. If Security wouldn't go along with this suggestion, couldn't Personnel at least query the applicant as to his willingness to undergo the Bldg. 13 screening, before the full security investigation is launched?)

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4. CIA is at somewhat of a competitive disadvantage with respect to recruitment of personnel because of: a) the very tight security requirement (see 3 above); b) the fact that we do not offer the possibility of regular overtime to augment basic earnings. In this connection it was brought out that significant overtime has been available at the Government Printing Office over the past five or six years, with the result that the possibility of overtime there has come to be considered as almost "guaranteed."

(This brings to my mind the often-heard statement that GS grades in CIA are roughly one grade higher than for comparable work in other organizations where security requirements are less stringent. I don't know whether there is an Agency position on this subject, but if this is true for the GS range, should it not also apply to the GP's and LB's?)

*and LB's?*

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